



Army Benefits Center-Civilian

CSRS-FERS Overview

Civilian Soldiers Supporting America's Soldiers

Updated 5/2/07

INTRODUCTION

ABC-C MISSION: Provide a full range of benefit & entitlement services to all Department of Army serviced employees through a centralized automated center.

ABC-C SERVICES: Provide advisory services and processes transactions for:

Federal Employees Health Benefits (FEHB)

Federal Employees' Group Life Insurance (FEGLI)

Thrift Savings Plan (TSP)

Retirement (FERS & CSRS)

Survivorship (Death Claim Processing)

ABC-C AUTOMATED SYSTEMS

EBIS - Web Based

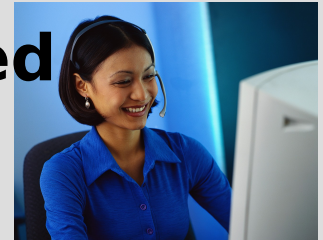


- **Customer-friendly**
- **Available 24 hours a day**
- **Secure site**
- **Ability to read at convenience**
- **Ability to print screens of information**
- **Can process benefits transaction without counselor assistance**
- **Ability to print benefit forms**

ABC-C AUTOMATED

IVRS - Telephone

- Can connect with a counselor if needed
- Available to those without computer access
- Requires use of SSN and PIN only
- Can process benefit transactions without counselor assistance
- Can receive faxed back copies of documents (e.g. FEHB enrollment form, Info Sheets, etc.)
- Counselors are available 12 hours a day
- Automated systems available 24 hours a day



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COUNSELOR ASSISTED CALLS

1 JANUARY - 31 DECEMBER 2006

86,549 Total Calls

Average Answer Time: 24 Seconds

Average Call Length: 8 Minutes 40 Seconds

**Average Wrap-Up Time: 2 Minutes 29
Seconds**

ABC-C Benefit Counselors

are available from 6:00 a.m. to 6:00 p.m.

Central Time, Monday - Friday

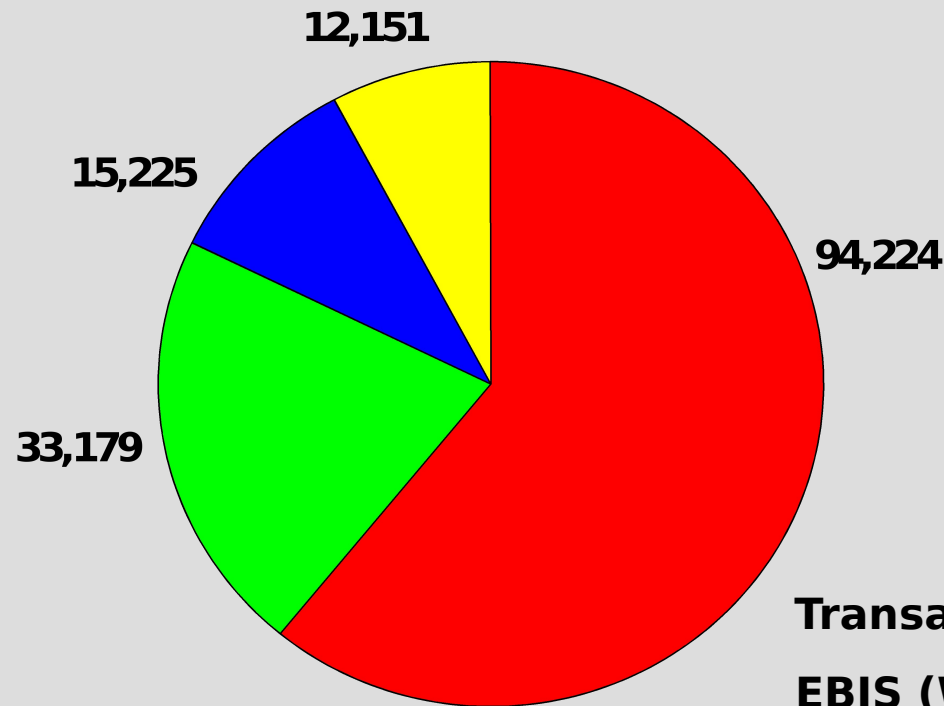
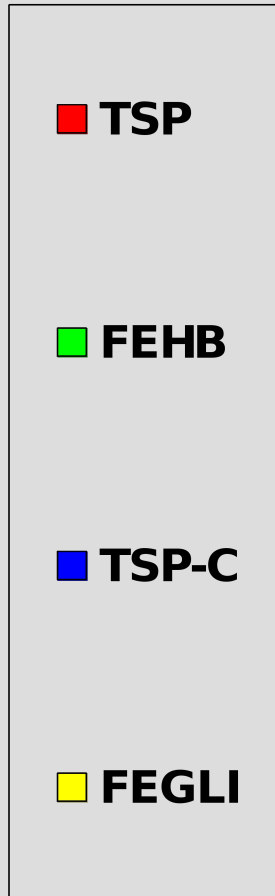
**Peak Call Times are between 8:00 a.m. and
2:00 p.m.**

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BENEFITS TRANSACTION SUMMARY

1 JANUARY - 31 DECEMBER 2006



Transaction Source:
EBIS (Web) - 137,588
IVRS (Phone) - 5,455
Counselor Assisted - 11,736

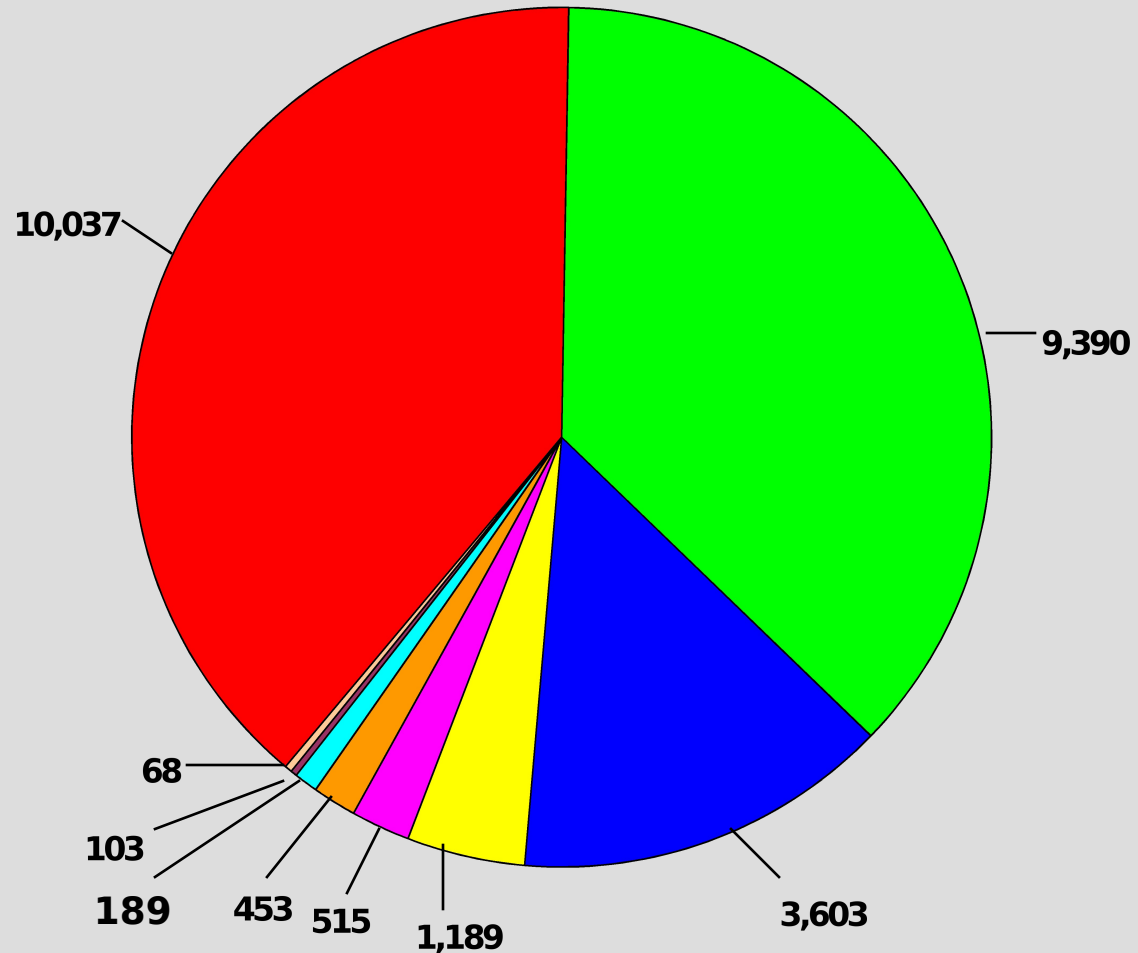
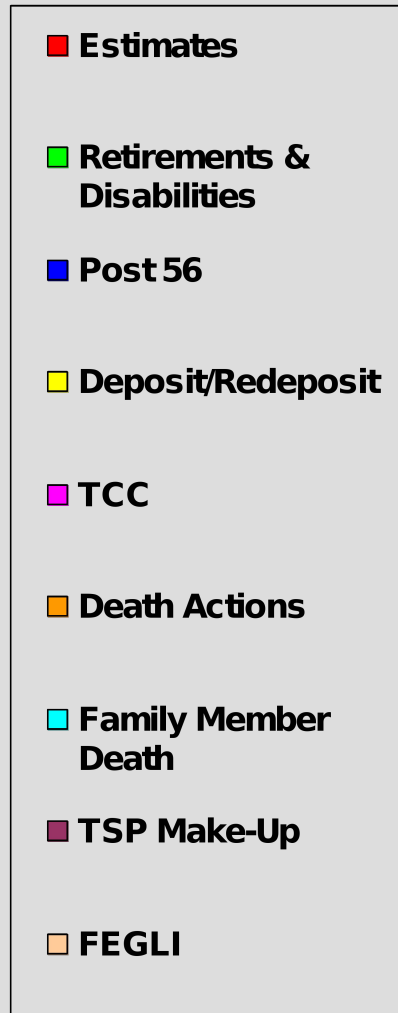
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Total Transactions = 154,779

6

PRODUCTION SUMMARY

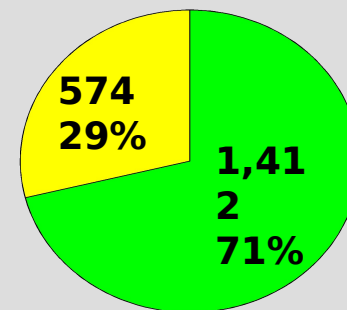
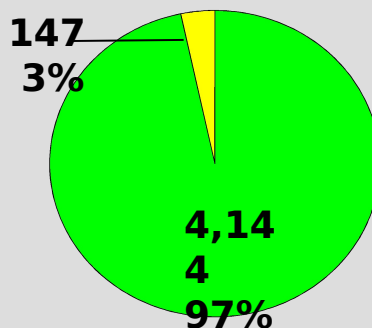
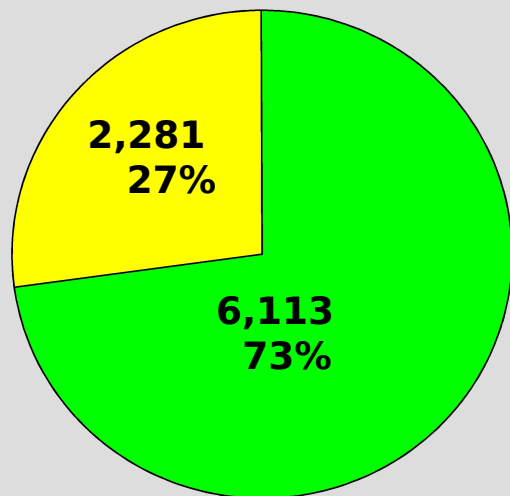
1 JANUARY - 31 DECEMBER 2006



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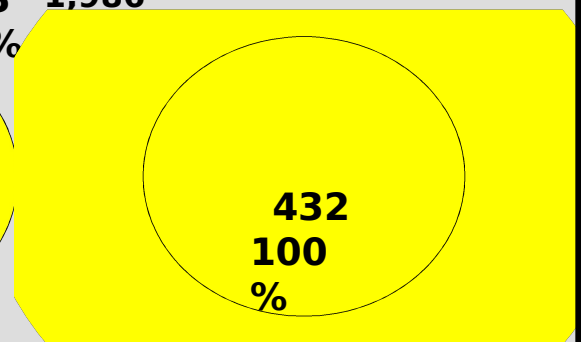
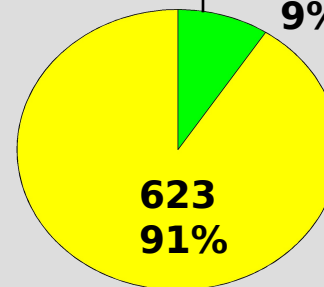
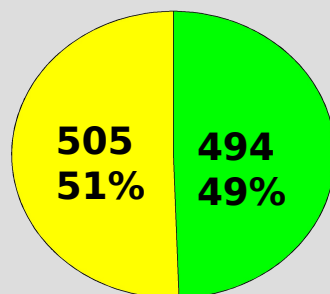
RETIREMENTS SENT TO PAYROLL

1 JANUARY - 31 DECEMBER 2006



Rcvd More Than 60 Days: 4,291

Rcvd 31-60 Days: 1,986



Rcvd 16-30 Days:
999

Rcvd 1-15 Days: 686

Rcvd On/After DOR:
432

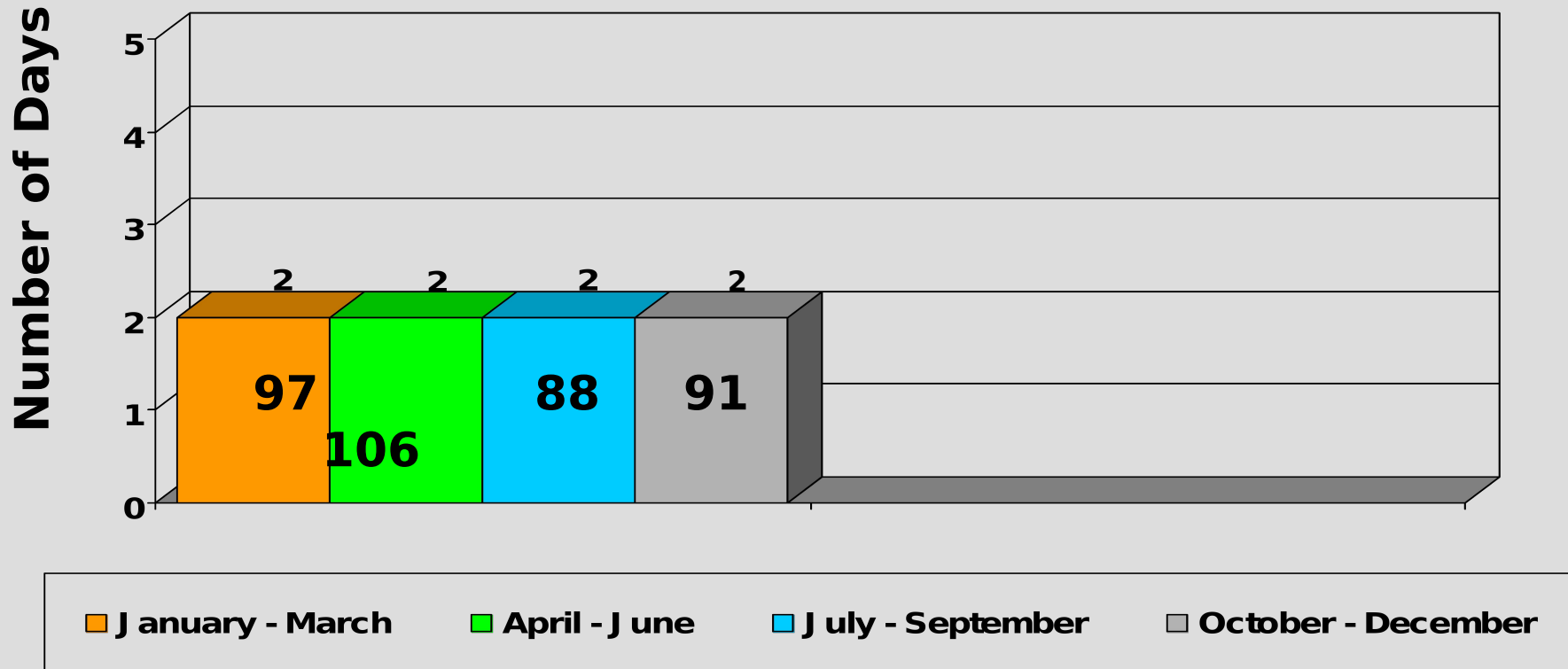
Total: 8,394
■ **Met**
■ **Did Not Meet**

Goal: Complete retirement package NLT 5 working days prior to DOR.

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DEATH CLAIM PROCESSING TIME

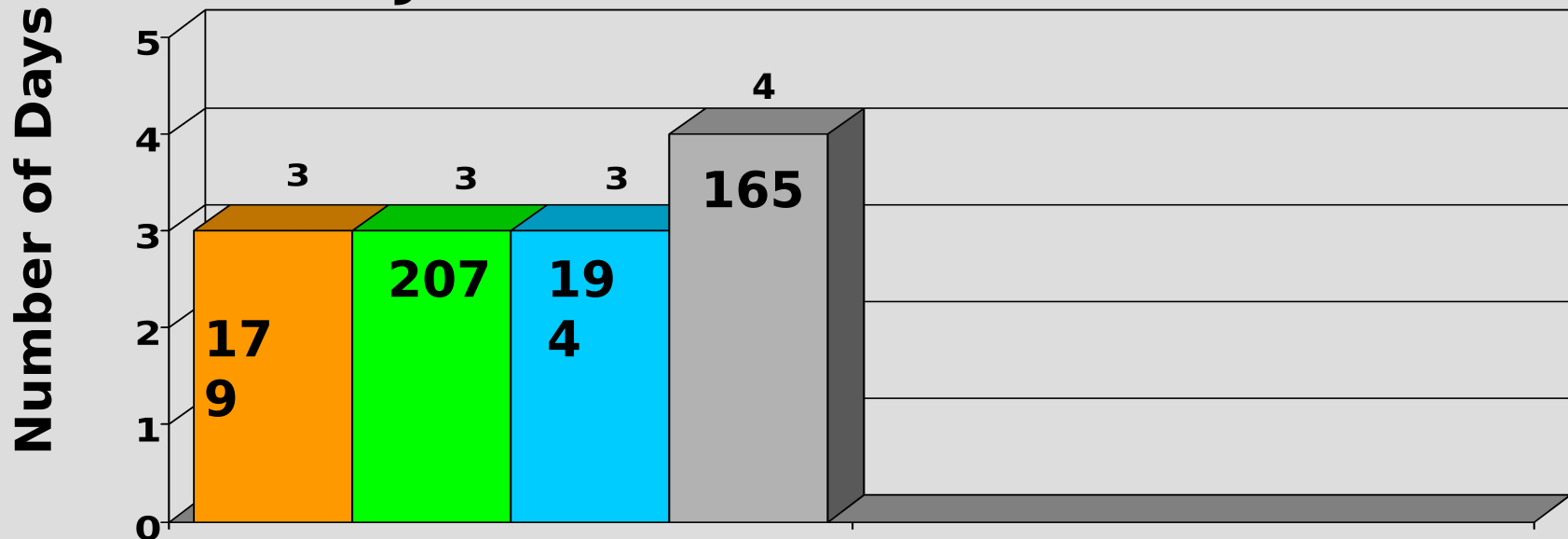
1 JANUARY - 31 DECEMBER 2006



Goal: Complete NLT 5 working days after survivor signs and dates death benefits claims

DISABILITY CLAIM PROCESSING TIME

1 JANUARY - DECEMBER 2006



January - March

April - June

July - September

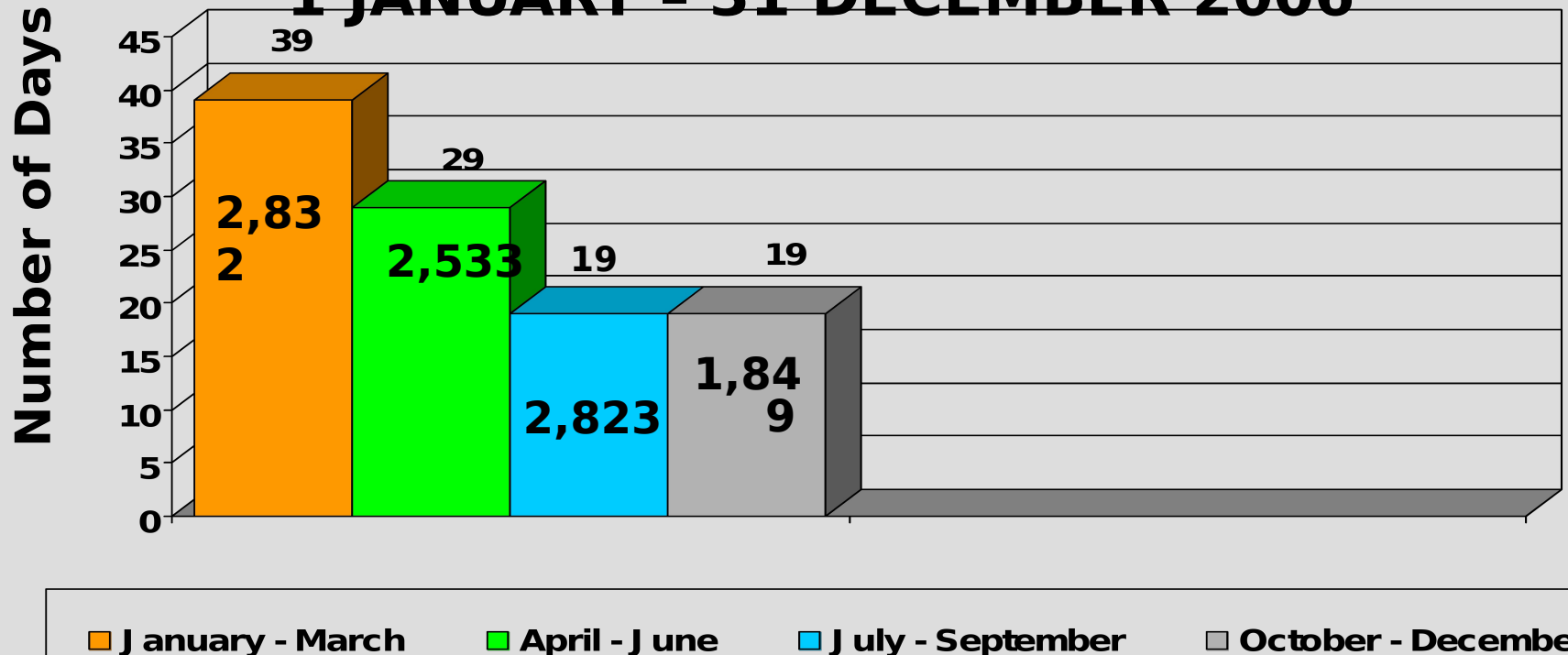
October - December

Goal: Complete NLT 5 working days following receipt of all documentation

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RETIREMENT ESTIMATE PROCESSING TIME

1 JANUARY - 31 DECEMBER 2006



Goal: Complete 14 days following receipt of estimate request

CONTINUING CHALLENGES

- **Last Minute VERA/VSIP approvals**
- **Late submission of retirement packages**
 - **Direct correlation between packages submitted less than 30 days of DOR and inability to meet timeliness goals**
- **Federal Erroneous Retirement Coverage Corrections Act (FERCCA)**
- **Aging Workforce**
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SUCCESS STORIES

- **Customer Wait Time to Speak with a Counselor**
- **Site Assistance Visits**
- **Partnership with DFAS**
- **Video Tele-Training (VTTs)**
- **Employee Retirement Guide**
- **New Employee Flyer**
- **Access for Separated Employees**
- **Reduction in scripts before accessing a counselor**
- **Interactive Customer Evaluation (ICE) feedback**



ON THE HORIZON

- **Electronic Estimates**
- **Access for Non Appropriated Fund (NAF) employees**
- **Web Cam Training**
 - **New Employee**
 - **How to Fill out Retirement Forms**
- **FEHB Centralized Enrollment Reconciliation Clearinghouse (CLER)**



ANY QUESTIONS?



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CSRS/FERS RETIREMENT OVERVIEW



ARMY

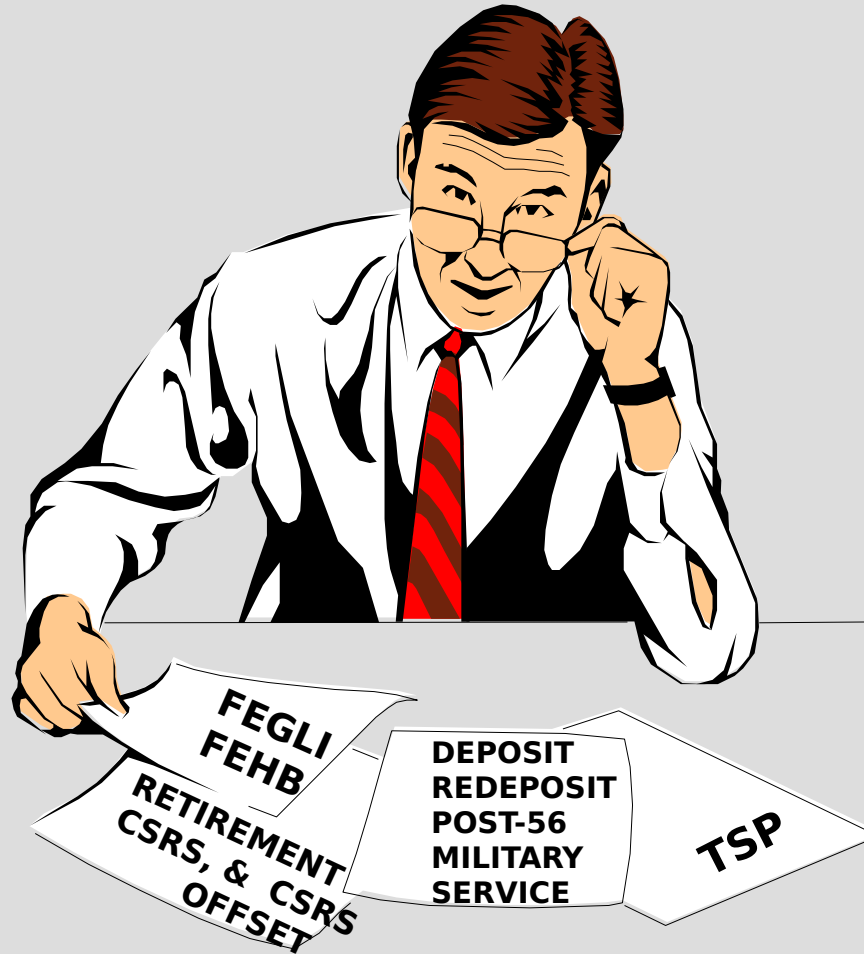
BENEFITS

CENTER —

CIVILIAN

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RETIREMENT DECISIONS



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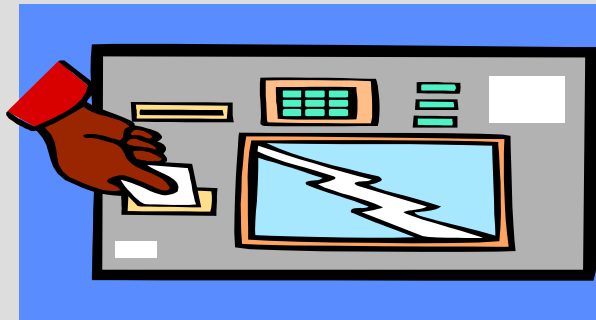
CIVILIAN DEPOSIT/ REDEPOSIT CSRS/FERS



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WHAT IS DEPOSIT SERVICE?

- Any period of creditable service during which retirement deductions are not taken
- Generally, non-career time such as temporary or indefinite service
- Also known as non-deduction service



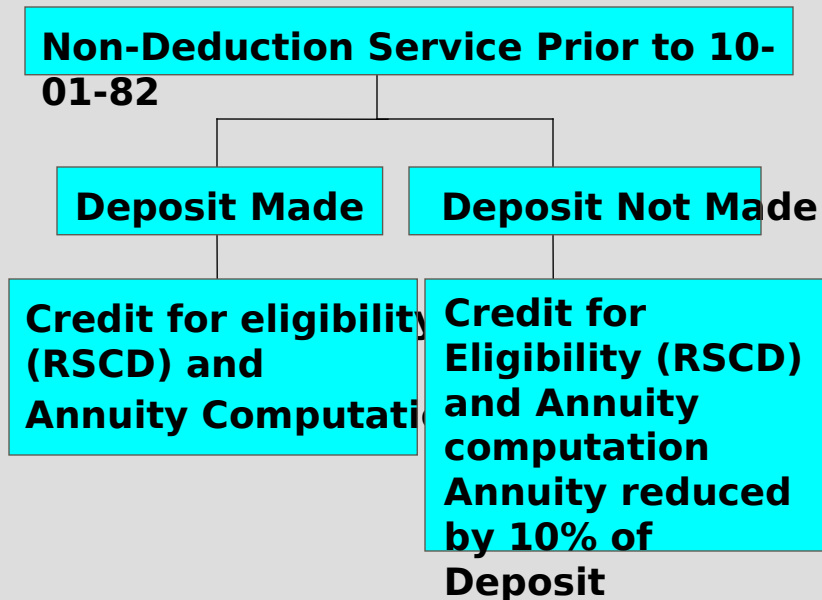
DEPOSIT SERVICE

However, it can also be service that was not considered Federal employment at the time it was performed, but for which a subsequent change in law now allows credit for retirement annuity computation purposes.



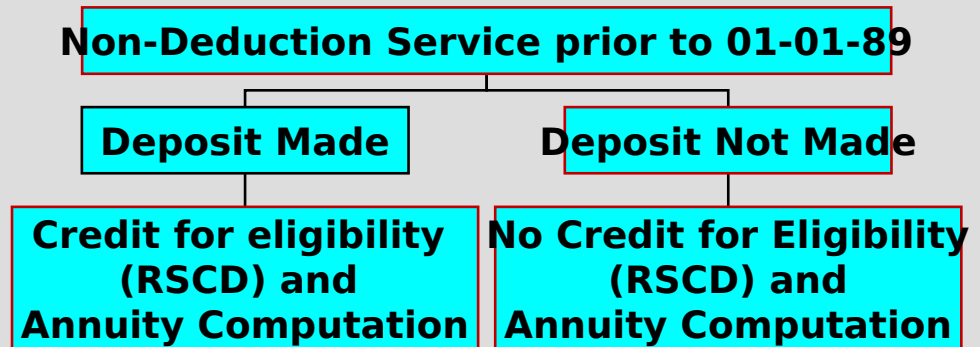
DEPOSIT SERVICE

DEPOSIT SERVICE (CSRS)



Amount of Deposit:
7% of base pay earned + interest
Interest will vary by the date service was performed

DEPOSIT SERVICE (FERS)



FERS Amount of Deposit: 1.3% of basic pay earned + interest -
FERS with CSRS component, CSRS rules apply

FERS with no CSRS component, FERS rules apply

DEPOSIT SERVICE

Deposit Service (CSRS)

Deposit Service (FERS)

**Non-Deduction Service on
or after 10-01-82**

Non-Deduction on or after 01-01-89

Deposit Made

Deposit Not Made

DEPOSIT NOT ALLOWED

**Credit for Eligibility
(RSCD) &
Annuity Computation**

**Credit for
Eligibility (RSCD)
No credit for Annuity
Computation**

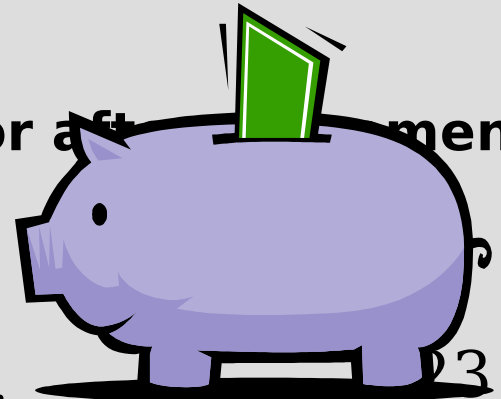
**No credit for Eligibility or
Annuity Computation**

WHAT IS REDEPOSIT?

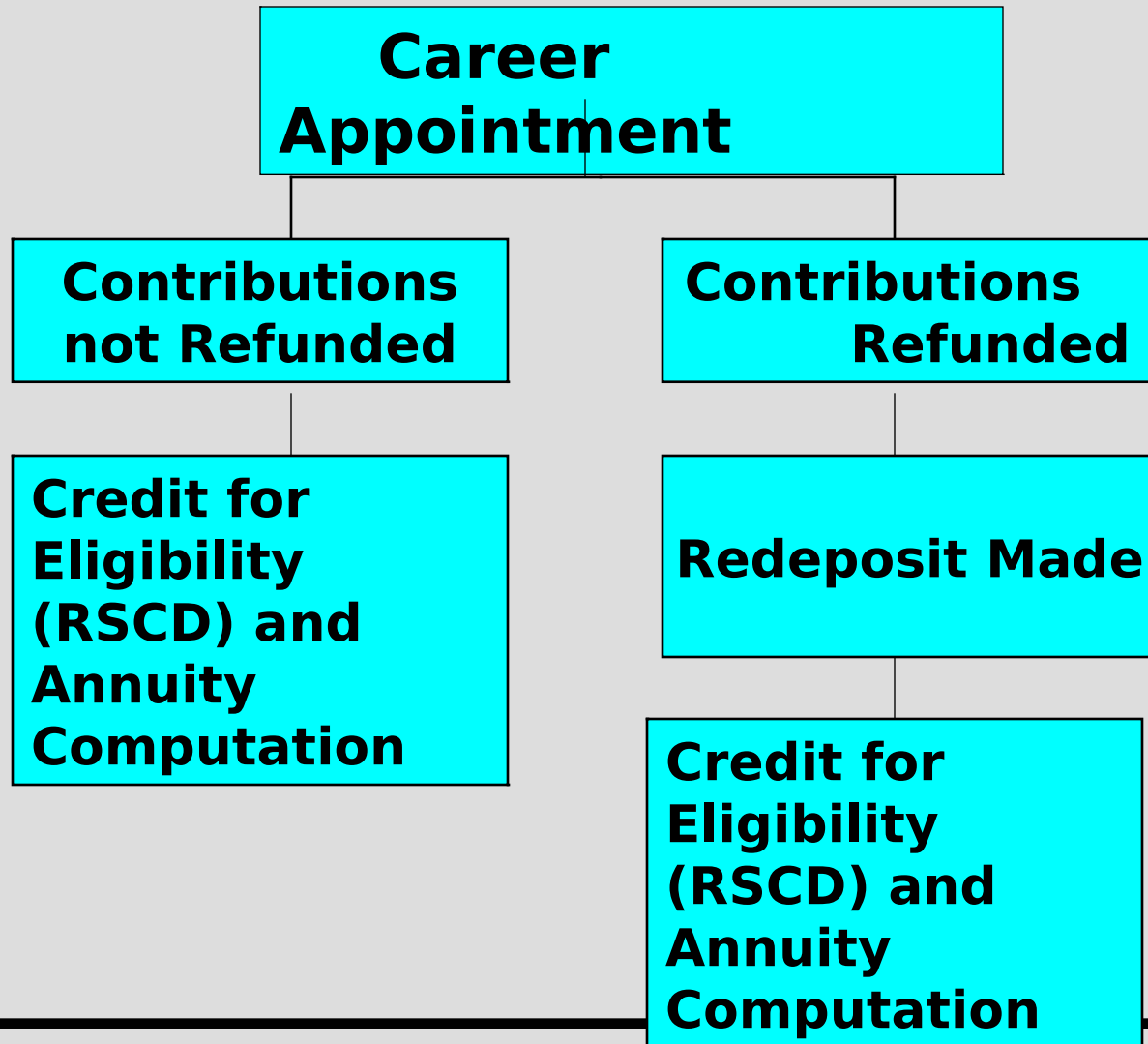
- **A sum of money paid into the Fund by an employee or survivor to cover a period of service during which deductions were withheld but later refunded under CSRS provisions**
- **Redeposit = Amount of refund plus interest**

Note: Redeposit may be made before or after retirement.

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CSRS REDEPOSIT SERVICE



REDEPOSIT SERVICE

CSRS Redeposit Service

**Contributions Refunded
Before 10-01-90
and Not Disability Retirement
or Death In Service**

Redeposit Not Made

Redeposit Made

**Credit for Eligibility (RSCD)
and Annuity Computation
Annuity Actuarially
Reduced**

**Credit for Eligibility (RSCD)
and Annuity Computation**

CSRS Redeposit Service

**Contributions Refunded
After 09-30-90
and Not Disability Retirement
or Death In Service**

Redeposit Not Made

Redeposit Made

**Credit for Eligibility (RSCD)
No credit for
Annuity Computation**

**Credit for Eligibility (RSCD)
and Annuity Computation**

REFUNDED SERVICE

DEFINED AS: FERS Service for which retirement contributions were refunded to you.



NO FERS REDEPOSIT ALLOWED!

Note: FERS with CSRS component, CSRS rules apply

MILITARY DEPOSIT

CSRS/FERS



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PRE 01-01-57

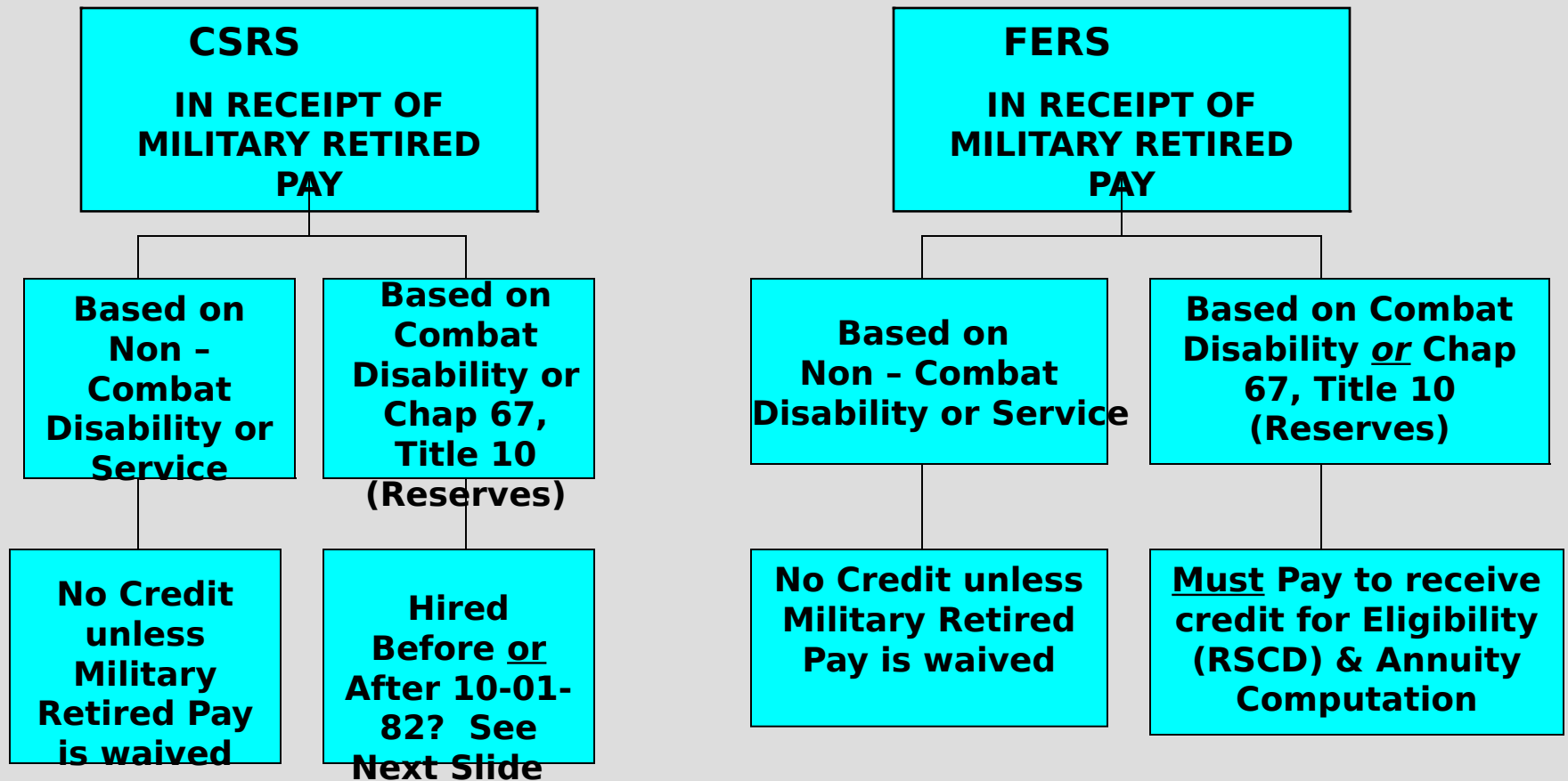
MILITARY SERVICE

**No deposit is required for creditable
military service performed prior to
01-01-57!**



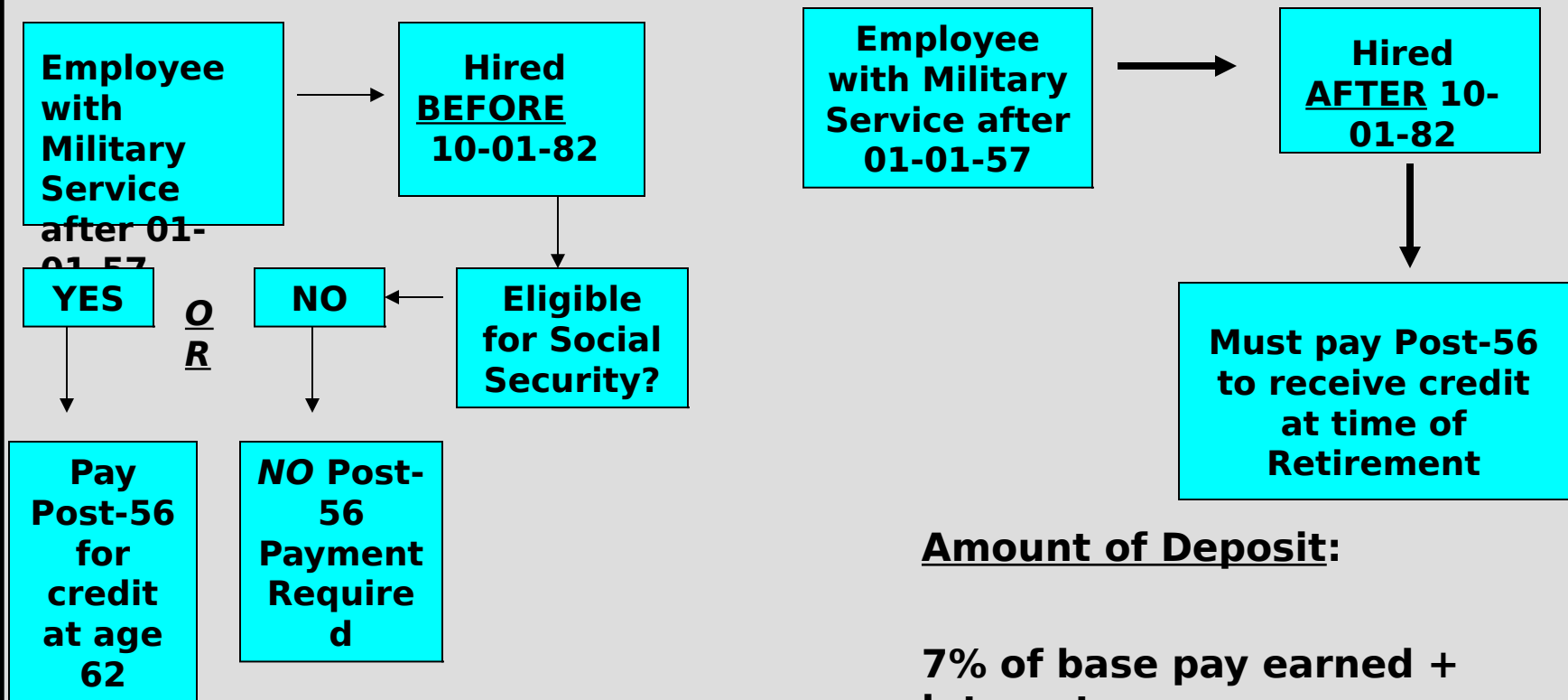
It's Free!!

CIVILIAN SERVICE CREDIT FOR POST-56 MILITARY SERVICE



CSRS

CIVILIAN SERVICE CREDIT FOR POST-56 MILITARY SERVICE



Amount of Deposit:

7% of base pay earned + interest

(Interest will vary by the dates service was performed)

FERS

POST-56 MILITARY SERVICE

Military Service on/after 01-01-57



**Must pay to receive credit
for Eligibility (RSCD) &
Annuity Computation**

Amount of Deposit:

**3% of basic pay earned +
interest**

**(Interest will vary by
date service was
performed)**

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RETIREMENT REQUIREMENTS



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GENERAL ELIGIBILITY REQUIREMENTS

CSRS

- Have at least 5 years of civilian service with the Federal Government
- Have been employed under CSRS for at least 1 year out of the last 2 years preceding your final separation from Federal employment
- Must separate from a position subject to CSRS coverage

FERS

- Have at least 5 years of civilian service with the Federal Government
- Minimum Retirement Age (MRA)
- Must separate from a position subject to FERS coverage

OPTIONAL RETIREMENT

CSRS

Eligibility requirements for Voluntary Retirement:

- **Age 55 with 30 years of service**
- **Age 60 with 20 years of service**
- **Age 62 with 5 years of service**
 - **Must have at least 5 years creditable civilian service**
 - **Military service or sick leave may not be used to reach the 5 year rule**

FERS

Eligibility requirements for Voluntary Retirement:

- **Minimum retirement age (MRA) w/30 years svc**
- **60 years of age with 20 years service**
- **62 years of age with 5 years service**
- **MRA with at least 10 years but not more than 30 years service:**
 - **5% reduction for each year under age 62**
 - **Not entitled to Annuity Supplement**

FERS

MRA + 10 CHART

IF YEAR OF BIRTH IS...	THE MINIMUM RETIREMENT AGE IS...
BEFORE 1948	55
1948	55 & 2 MONTHS
1949	55 & 4 MONTHS
1950	55 & 6 MONTHS
1951	55 & 8 MONTHS
1952	55 & 10 MONTHS
1953-1964	56
1965	56 & 2 MONTHS
1966	56 & 4 MONTHS
1967	56 & 6 MONTHS
1968	56 & 8 MONTHS
1969	56 & 10 MONTHS
1970 & AFTER	57

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FERS MINIMUM RETIREMENT AGE (MRA) + 10

✓ POSTPONING RETIREMENT BENEFITS

- **Separating employees can reduce or eliminate the age reduction by postponing the commencing date of their MRA + 10 annuities**
- **Sick leave is creditable in the computation of the CSRS annuity component for postponed MRA + 10 retirement benefits**
- **FEHB and FEGLI coverage may be reinstated prospectively if at time of separation the employee was eligible**

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DEFERRED RETIREMENT

CSRS

- A deferred annuity is payable at age 62 to an individual who separates from service and is not entitled to an immediate annuity

- At least five years of civilian service

- Must meet the one-out-of-two requirement at the date of separation from service

- Has not taken a refund of retirement deductions for the last period of service

EHB and FEGLI will not be reinstated until the annuity commences. Your application for retirement is sent directly to OPM.

FERS

- If you leave Federal service before meeting age & service requirements to retire:

- You may receive a deferred annuity at age 62 with at least 5 years of creditable service or at the minimum retirement age (MRA) with at least 10 years of creditable service (5% age reduction)

IF:

- You are not eligible for an immediate annuity within 1 month of separation; and

- You meet the minimum 5 years of creditable civilian service requirement at time of separation; and

- You do not take a refund of retirement deductions after separating from Federal

VOLUNTARY EARLY RETIREMENT AUTHORITY (VERA)

CSRS*

EMPLOYEE ELIGIBILITY REQUIREMENTS:

- Age 50 with 20 years of creditable service
- Any age with 25 years of creditable Service

EFFECT ON EMPLOYEE BENEFITS:

- 2% reduced annuity for each year under 55
 - Annuity starts day after retirement if retirement is effective within first three days of month
 - Annuity starts first day of following month if retirement is effective after third day of month

FERS*

EMPLOYEE ELIGIBILITY REQUIREMENTS:

- Age 50 with at least 20 or more years of service
- Any age with at least 25 years of service

EFFECT ON EMPLOYEE BENEFITS:

- No age reduction under FERS for early retirement
 - Unless employee has a CSRS component, CSRS portion of annuity will be reduced 2% each full year under age 55

NOTE: You will receive an Annuity Supplement if:

- you retire at or after your MRA
- if not, you will receive it once you reach your MRA

DISCONTINUED SERVICE RETIREMENT (DSR)

- **Must be separated involuntarily *except* for cause on charges of misconduct or delinquency**
- **To qualify, you must receive a specific written notice of a proposed involuntary separation from your Agency**
- **OPM has final approval to determine if separation is involuntary for DSR**

DISCONTINUED SERVICE RETIREMENT (DSR)

**Examples of involuntary separations
include:**

- **Job abolishment**
- **Reduction in Force (RIF)**
- **Transfer of function outside
commuting area**
- **Liquidation of an office or an entire
Agency**

FERS

ANNUITY SUPPLEMENT

- **An estimated amount of Social Security benefits earned during FERS service**
- **Benefit paid until age 62 to certain FERS employees who retire before age 62 and are entitled to an immediate annuity**
- **Eligibility:**
 - **Has at least 1 calendar year of FERS service and**
 - **Retires with an immediate annuity...**
 - **at or after MRA with 30 years**
 - **at age 60 with 20 years of service**
 - **at or after MRA under Early/DSR Retirement provisions (major RIF, reorganization)**
 - **under Special Provisions (i.e., FF, LEO, etc.)**
- **Individuals NOT Eligible for Annuity Supplement**
 - **Disability Retiree**
 - **MRA + 10 provision**
 - **Deferred Annuity**
 - **Retiring at age 62 or older**
 - **CSRS employees**
- **Duration of Retiree Annuity Supplement**
 - **Payable through the earlier of the following dates:**
 - **Last day of the month the retiree becomes age 62 or**
 - **Last day of the month before the first month retiree is entitled to Social Security benefits.**

CSRS OFFSET

- You will receive a full CSRS annuity at retirement that is computed under the CSRS rules
- **HOWEVER**, your CSRS Offset annuity will be reduced when you become eligible to receive Social Security benefits
- CSRS Offset annuity is reduced by the portion of your total Social Security benefit that is payable based on Federal service performed after 1983
- If you never become eligible for Social Security benefits based on your own employment, there is no Offset.

CSRS OFFSET

Example: Employee has 3 years and 8 months of Offset service

The CSRS Offset is determined by taking the lesser of the 2 below computations

Computation #1

Social Security monthly benefit with Federal Offset service.....\$600
Social Security monthly benefit without Federal Offset service.\$550
Difference..\$50

Computation #2

Social Security amount with Federal earnings =
 $\$600 \times 4 \text{ years}^* = \$2400 \text{ divided by } 40 = \60

*Nearest whole year to 3 years 8 months

Result: The reduction in this case would be based on computation #1, or \$50

CSRS/FERS RETIREMENT SYSTEM

AGE

TOTAL SERVICE

Date of Retirement Date of Retirement

- Date of Birth

- Retirement SCD

Age at Retirement
Service

Length of

UNUSED SICK LEAVE

CSRS

1. Must retire on an immediate annuity
2. Added to length of service for computation purposes only
3. Additional time computed on the basis of a 2087 hour work year
4. May increase survivor annuity



FERS

1. For individual mandatorily covered by FERS:
-- No credit for any unused sick leave
2. For an employee who has transferred to FERS with a Civil Service component, the amount of sick leave credited is the lesser of:

--Sick leave balance on date of transfer to FERS

--OR--

--Sick leave balance on date of retirement

Chart 2. -- Sick Leave Chart 2087 Hours

Chart for Converting Hours of Unused Sick Leave to Months and Days (See section 50A2.1-3G).

DAYS	1 Day	1 Month	2 Months	3 Months	4 Months	5 Months	6 Months	7 Months	8 Months	9 Months	10 Months	11 Months
0	0	174	348	522	696	870	1044	1217	1391	1565	1739	1913
1	6	180	354	528	701	875	1049	1223	1397	1571	1745	1919
2	12	186	359	533	707	881	1055	1229	1403	1577	1751	1925
3	17	191	365	539	713	887	1061	1235	1409	1583	1757	1930
4	23	197	371	545	719	893	1067	1241	1415	1588	1762	1936
5	29	203	377	551	725	899	1072	1246	1420	1594	1768	1942
6	35	209	383	557	730	904	1078	1252	1426	1600	1774	1948
7	41	214	388	562	736	910	1084	1258	1432	1606	1780	1954
8	46	220	394	568	742	916	1090	1264	1438	1612	1786	1959
9	52	226	400	574	748	922	1096	1270	1444	1617	1791	1965
10	58	232	406	580	754	928	1101	1275	1449	1623	1797	1971
11	64	238	412	586	759	933	1107	1281	1455	1629	1803	1977
12	70	243	417	591	765	939	1113	1287	1461	1635	1809	1983
13	75	249	423	597	771	945	1119	1293	1467	1641	1815	1988
14	81	255	429	603	777	951	1125	1299	1472	1646	1820	1994
15	87	261	435	609	783	957	1130	1304	1478	1652	1826	2000
16	93	267	441	615	788	962	1136	1310	1484	1658	1832	2006
17	99	272	446	620	794	968	1142	1316	1490	1664	1838	2012
18	104	278	452	626	800	974	1148	1322	1496	1670	1844	2017
19	110	284	458	632	806	980	1154	1328	1501	1675	1849	2023
20	116	290	464	638	812	986	1159	1333	1507	1681	1855	2029
21	122	296	470	643	817	991	1165	1339	1513	1687	1861	2035
22	128	301	475	649	823	997	1171	1345	1519	1693	1867	2041
23	133	307	481	655	829	1003	1177	1351	1525	1699	1873	2046
24	139	313	487	661	835	1009	1183	1357	1530	1704	1878	2052
25	146	319	493	667	841	1015	1188	1362	1536	1710	1884	2058
26	151	325	499	672	846	1020	1194	1368	1542	1716	1890	2064
27	157	330	504	678	852	1026	1200	1374	1548	1722	1896	2070
28	162	336	510	684	858	1032	1206	1380	1554	1728	1901	2075
29	168	342	516	690	864	1038	1212	1386	1559	1733	1907	2081

EXAMPLE: COMPUTING TOTAL SERVICE WITH SICK LEAVE

<u>AGE</u>	<u>TOTAL SERVICE</u>
2003-03-31	2003-03-31
- (DOB) 12-05	- (DOR) 03-12 (Ret-SCD)
<hr/> (DOB) 63-03-26	<hr/> 25-00-19
<u>Unused Sick Leave</u>	
1136 hours	+ 00-06-16
<hr/> = 63 Years	<hr/> 25-06-35
	= 25 YRS 7 MOS & 5 DAYS

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ANNUITY COMPUTATION

CSRS FORMULA

1.5% X High-3 avg salary X first 5 years of service

plus

1.75% X High-3 avg salary X next 5 years of service

plus

2.0% X High-3 avg salary X all years and months of service over 10 years (includes unused sick leave)

✓ **Best date to retire for annuity purposes is either the last day of the month or the first three days**

FERS

FORMULA

High-3 avg salary X 1.0% X yrs and mths of service

High-3 avg salary X 1.1% X yrs and mths of service if employees are age 62 with 20+ yrs svc

✓ **Best date to retire for annuity purposes is the last day of the month.**

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CSRS

REDUCTIONS DEDUCTIONS

- **Age Reduction (VERA/DSR)**
- **Health Benefits**
- **Deposit/Redeposit Service**
- **Life Insurance**
- **Election of Survivor Benefits**
- **Federal Income Taxes**
- **Post-56 Military Service**
 - **Applies to CSRS**
Employee hired before
10-01-82 known as
“Catch 62” if eligible for
Social Security
- **State Tax (If applicable)**

FERS

REDUCTIONS

- **Age Reduction (MRA+10)**
- **CSRS Component (VERA/DSR)**
- **Deposit Service**
- **Election of Survivor Benefits**
- **Redeposit Service for CSRS component**

DEDUCTIONS

- **Health Benefits**
- **Life Insurance**
- **Federal Income Taxes**
- **State Tax (If applicable)**

SURVIVOR BENEFITS

Types of Survivor Elections:

CSRS

- Self Only annuity (No Survivor Benefit)
- Current Spouse Survivor Annuity
 - Full (55% of your annuity)
 - Partial (55% of a \$ amount)
- Former Spouse Survivor Annuity
 - Full (55% of your annuity)
 - Partial (55% of a \$ amount)
- Combination of Current/Former
 - Spouse Survivor Annuity
- Insurable Interest Survivor Annuity

FERS

- Self only annuity (No survivor benefit)
- Current Spouse Survivor Annuity
 - Full (50% of your annuity)
 - Partial (25% of your annuity)
- Former Spouse Survivor Annuity
 - Full (50% of your annuity)
 - Partial (25% of your annuity)
- Combination of Current/Former
 - Spouse Survivor Annuity
- Insurable Interest Survivor Annuity

CSRS SURVIVOR BENEFIT COST & REDUCTION

**Cost = 2.5% of base annuity up to \$3,600
plus**

**Example: \$22,500 base annuity (Max
elected) 90**
10% of base annuity over \$3,600
 $\$3,600 \times 2.5\% = \$$
 $\$18,900 \times 10\%$
= + \$1,890

Reduction/Cost = \$1,980 yearly

**Survivor will receive 55% of base annuity = \$12,375
yearly**

**Example: \$22,500 base annuity (\$3,600
elected) 90**
 $\$3,600 \times 2.5\% =$
\$90.00

Reduction/Cost = \$90.00 yearly

**Survivor will receive 55% of \$3,600 annuity = \$1,980
yearly**

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FERS SURVIVOR BENEFIT COST & REDUCTION

- **Full/Max (50%) = 10% of annuity**
- **Partial (25%) = 5% of annuity**

Example: Maximum (50%) elected
Basic Annuity = \$12,000
\$12,000 x 10% = - 1,200
yearly cost After Reduction =
\$10,800 yearly annuity
Survivor will receive 50% of annuity = \$6,000

Example: Partial (25%) elected
Basic Annuity = \$12,000
\$12,000 x 05% = - 600
yearly cost After Reduction =
\$11,400 yearly annuity
Survivor will receive 25% of annuity =
\$3,000

DISABILITY RETIREMENT

CSRS

- **Definition of disability - unable to render useful & efficient service because of disease or injury**
- **Must be in a position covered by CSRS**
- **Minimum of 5 years creditable civilian service**
- **Disability annuity *IS* subject to Federal tax**

FERS

- **Definition of disability - unable to render useful & efficient service because of disease or injury**
- **Must be in a position covered by FERS**
- **Minimum of 18 months creditable civilian service**
- **Disability annuity *IS* subject to Federal tax**

DISABILITY RETIREMENT

CSRS

- **Submit all forms for regular retirement PLUS:**

- **SF 3112A - Applicant's Statement of Disability**
- **SF 3112B - Supervisor's Statement**
- **SF 3112C - Physician's Statement**
- **SF 3112D - Agency Certification of Reassignment and Accommodation Efforts**

FERS

- **Not eligible for FERS supplemental annuity**

- **Required to apply for Social Security benefits**
- **Submit all forms for regular retirement PLUS:**

- **SF 3112A - Applicant's Statement of Disability**
- **SF 3112B - Supervisor's Statement**
- **SF 3112C - Physician's Statement**
- **SF 3112D - Agency Certification of Reassignment and Accommodation Efforts**

DEATH-IN-SERVICE

CSRS/FERS

- **If you die while still an active employee, your survivor *MAY* be entitled to death benefits**
- **In the event of your death, your survivor needs to contact the local Civilian Personnel Advisory Center (CPAC)**
- **CPAC will contact the ABC-C**
- **An ABC-C counselor will contact the survivor within 24 hours**

NON-APPROPRIATED FUND (NAF)

- **RETIREMENT PROCESSING**
 - NAF Retirement System - Contact NAF
 - Appropriated Fund Retirement Plan - Contact the ABC-C



**PERSONNEL PROFESSIONALS IN
PARTNERSHIP**

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FEHB & RETIREMENT

Self Only



**Self &
Family**

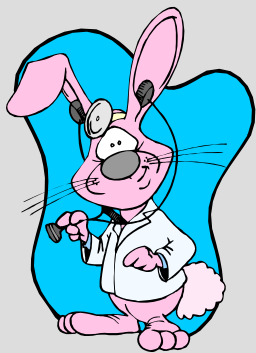
Additional Information:
[www.opm.gov/insure/h](http://www.opm.gov/insure/health)
health OPM Tel: 1-888-
767-6738

FEHB & RETIREMENT

CONTINUATION INTO RETIREMENT:

- Retire on an immediate annuity
- Insured on date of retirement
- Covered for the 5 years of service prior to retirement OR since your FIRST opportunity to enroll
- Coverage as a family member under FEHB or CHAMPUS/TRICARE counts towards 5 year requirement, however, employee must be enrolled in FEHB prior to retirement.





FEHB & RETIREMENT

CONTINUATION INTO RETIREMENT:

Requirements for automatic waiver during Agency Buyout Period:

- Enrolled continuously since December 30, 2003 or the beginning date of an agency's latest statutory buyout authority.
- Employee(s) must:
 - Retire during the agency's statutory buyout period; and
 - Receive a buyout under the agency's statutory buyout period; or
 - Take Early Optional Retirement as a result of above; or
- Take a Discontinued Service Retirement (DSR) based on an involuntary separation due to RIF, directed reassignment, reclassification to a lower grade, or 60

FEHB & RETIREMENT

- **Cost of FEHB is the same for retirees and active employees except that premiums are paid on a monthly basis vs. bi-weekly**
- **Same Open Season and qualifying life event opportunities as active employees**
- **Same FEHB plans available to retirees as active employees**
- **Once you cancel FEHB coverage in retirement, you can never re-enroll**
- **At age 65, you must enroll in Medicare and it becomes your primary and your FEHB plan becomes your secondary provider**



FEHB & RETIREMENT

- Retirees can suspend FEHB for TRICARE or Medicare and return to FEHB coverage during Open Season or immediately upon involuntarily losing non-FEHB coverage.
- Retirees do not participate in Premium Conversion.
- Your spouse is eligible to continue FEHB coverage after your death only if you have Self and Family coverage and you elect to provide a survivor benefit at retirement.



FEGLI & RETIREMENT



**Additional
Information:**

**[www.opm.gov/insure/
life](http://www.opm.gov/insure/life) OPM Tel: 1-888-
767-6738**

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FEGLI & RETIREMENT

CONTINUATION INTO RETIREMENT:

- **Retire on an immediate annuity**
- **Insured on date of retirement**
- **Insured for the 5 years of service prior to retirement OR since your FIRST opportunity to enroll**

**-Election Form: SF2818 -
Continuation of Life
Insurance Coverage**



FEGLI & RETIREMENT

BASIC LIFE OPTIONS:

Basic Insurance Amount (BIA) is based on your final annual salary rounded up, plus \$2,000. Ex: \$36,400 = \$37,000 + \$2,000 = Amt of Basic Ins \$39,000

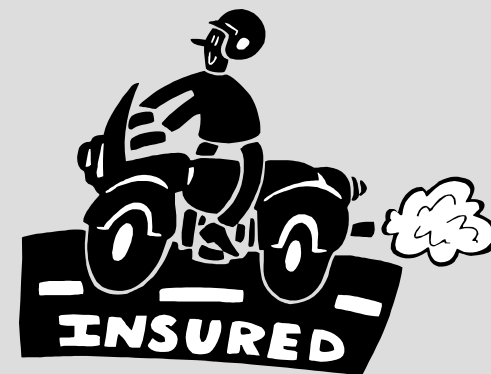
<u>Options</u>	<u>Before age 65</u>	<u>After age 65</u>
<u>1.</u> 75% reduction	BIA x .3250 (per \$1,000) ex: \$12.68 per month	NO COST <i>Coverage reduces 2% per mth for 37.5 mths until it reaches a final value of \$9,750</i>
<u>2.</u> 50% reduction \$1,000) ex: \$23.40 per month	BIA x .9250 (per \$1,000)	BIA x .6000 (per ex: \$36.08 per month <i>Coverage reduces 1% per mth for 50 mths until it reaches a final value of \$19,500</i>
<u>3.</u> NO reduction \$1,000) \$71.37 per month	BIA x 2.1550 (per \$1,000) Civilian Soldiers ex: \$84.05 per month Supporting Ameri	BIA x 1.8300 (per ex: 65

FEGLI & RETIREMENT

OPTION A - STANDARD COVERAGE:

OPTION A - Standard = \$10,000

<u>Age Group</u>	<u>Monthly Cost</u>
Under 35	\$0.65
35 thru 39	\$0.87
40 thru 44	\$1.30
45 thru 49	\$1.95
50 thru 54	\$3.03
55 thru 59	\$5.85
60 thru 64	\$13.00
65 & Above	NO COST



At Age 65 coverage reduces by 2% per mth for 37.5 mths until it reaches \$2,500

FEGLI & RETIREMENT

OPTION B - ADDITIONAL COVERAGE (1 - 5 MULTIPLES OF PAY):

OPTION B - Ex: Annual Salary \$36,400 1x Multiple elected =
\$37,000

<u>Age Group</u>	<u>Mthly Cost @ \$1000</u>	<u>Mthly Cost</u>
Under 35	\$0.065	\$2.41
35 thru 39	\$0.087	\$3.22
40 thru 44	\$0.130	\$4.81
45 thru 49	\$0.195	\$7.22
50 thru 54	\$0.303	\$11.21
55 thru 59	\$0.607	\$22.46
60 thru 64	\$1.300	\$48.10
65 thru 69	\$1.50	\$57.72
70 thru 74	\$2600	\$9620
75 thru 79	\$3900	\$144.30
80 & Above	\$5200	\$19240

FULL Reduction: At age 65, no cost & coverage reduces by 2% per month for 50 months at which time coverage ends

NO Reduction: Coverage and premium continues

FEGLI & RETIREMENT

OPTION C - FAMILY COVERAGE

(1 - 5 MULTIPLES OF PAY):

OPTION C - Spouse = \$5,000 (1x Multiple) / Each Child = \$2,500 (1x Multiple)

<u>Age Group</u>	<u>Mthly Cost per Multiple</u>	<u>Mthly Cost (1x)</u>
Under 35	\$0.59	\$0.59
35 thru 39	\$0.74	\$0.74
40 thru 44	\$1.00	\$1.00
45 thru 49	\$1.30	\$1.30
50 thru 54	\$1.95	\$1.95
55 thru 59	\$3.14	\$3.14
60 thru 64	\$5.63	\$5.63
65 thru 69	\$6.50	\$6.50
70 thru 74	\$7.37	\$7.37
75 thru 79	\$9.75	\$9.75
80 & above	\$13.00	\$13.00

FULL Reduction: At age 65, no cost & coverage reduces by 2% per month for 50 months at which time coverage will end

NO Reduction: Coverage and premium will continue

TSP & RETIREMENT

Thrift Savings Plan

www.tsp.gov

Telephone: 1-877-968-3778

TDD: 1-877-847-4385

Mailing Address:

**Post Office Box 385021
Birmingham, AL 35238**

**Monday through Friday
7:00 a.m. - 9:00 p.m. ET**



TSP & RETIREMENT

OPTIONS



- Automatic cashout (accounts less than \$200)
- Leaving money in the TSP
- Partial Withdrawal of at least \$1,000 (one time in career)
- Full Withdrawal
 - Single payment
 - Monthly payments
 - Life annuity
- Mixed Withdrawal

HOW TO APPLY:

TSP-70 FORM -

Withdrawal Request

TSP CATCH-UP CONTRIBUTIONS

- Open to TSP participants age 50 or older
- Not eligible for Agency automatic 1% matching contribution on catch-up contributions
- Must be contributing the maximum IRS limit of \$15,500
- Limited to \$5,000 for year 2007
- Must make ~~new election each year~~

Elections made via EBIS at
<https://www.abc.army.mil>
IVRS at 1-877-276-9287

LONG TERM CARE INSURANCE (LTC)

**Offered
by:
John
Hancock
MetLife**

**Want to talk with a Certified
Long Term Care Insurance**

Consultant?

**Tel: 1-800-LTC-FEDS (1-800-
582-3337)**

TTY: 1-800-843-3557

Mon - Fri 8 a.m. - 8 p.m. EST

Sat 9 a.m. - 5 p.m. EST

**Closed Sun and Federal
holidays.**

<http://www.ltcfeds.com>

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FLEXIBLE SPENDING ACCOUNTS (FSA)

**To receive more information
regarding FSAs, please contact
a SHPS counselor.**

Email: FSAFEDS@shps.net

**Telephone: 1-877-FSAFEDS
(372-3337)**

TTY: 1-800-952-0450

- Mon-Fri 9am-9pm Eastern
Time**
- Closed Weekends and
Holidays**
- <http://www.fsafeds.com>**

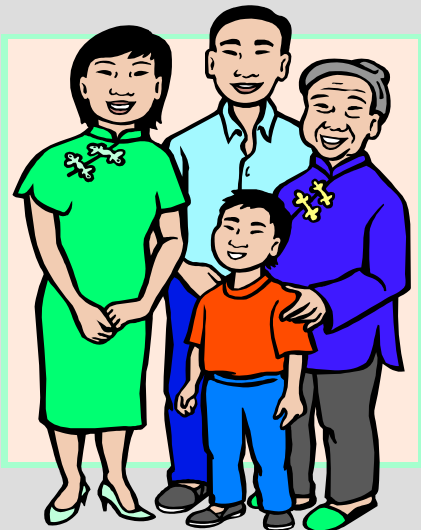
DESIGNATION OF BENEFICIARY

Beneficiary Forms

- SF 1152 (Unpaid Comp)
- SF 2823 (FEGLI)
- SF 3102 (FERS)
- SF 2808 (CSRS)
- TSP 3 (TSP)

Order of Precedence:

- Court Order
- Designation of Beneficiary
- Widow or Widower
- Children (and/or descendants of deceased children)
- Parents
- Executor or administrator of estate
- Next of kin



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ABC-C RETIREMENT PROCEDURES & PROCESS

- **180 days prior to retirement:**
 - Contact the ABC-C for retirement estimate & information
- **120-180 days prior to retirement:**
 - Download forms from ABC-C website, or contact ABC-C for forms
 - Call ABC-C with questions on retirement estimate
 - Call ABC-C for help with the retirement forms
- **90-120 days prior to retirement:**
 - Mail retirement forms to ABC-C

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ABC-C RETIREMENT PROCEDURES & PROCESS

- **ABC-C receives your retirement package:**
 - Sends letter acknowledging receipt
 - Does quick review of retirement package
 - Sends letter requesting missing forms
 - Requests OPF
- **30-60 days prior to retirement:**
 - Retirement package assigned to counselor





ABC-C RETIREMENT PROCEDURES & PROCESS

- **ABC-C retirement counselor:**
 - Reviews OPF for service history
 - Thoroughly reviews retirement package for missing, incomplete, incorrect forms
 - Contacts you about missing forms
 - Contacts you for final retirement counseling
- **2 - 4 weeks prior to retirement:**
 - Retirement package processing is completed
 - Retirement package is mailed to payroll



✓ **Good stateside address & contact phone number**

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ABC-C RETIREMENT PROCEDURES & PROCESS

- **2 - 4 weeks after retirement:**
 - Final paycheck is received
 - Lump sum annual leave is paid
 - Lump sum VSIP is paid
 - Bi-weekly VSIP payments begin
- **8 - 10 weeks after retirement:**
 - Receive 1st INTERIM payment
 - Receive letter from OPM with CSA number



**Office of Personnel
Management Retirement
Operations Center P.O. Box
45
Boyers, PA 16017**
www.opm.gov
email: retire@opm.gov
Tel: 1-888-767-

**Social Security
Administration**
www.ssa.gov
www.medicare.gov
Tel: 1-800-
772-1213
IRS Publication 721
www.irs.gov

FOR ADDITIONAL RETIREMENT INFORMATION

CONTACT THE ABC-C

- **Toll Free 1-877-276-9287**
- **Counselors available from 6 a.m. - 6 p.m. (CST)**
- **Website: <https://www.abc.army.mil>**
- **Mailing address: 301 Marshall Avenue
Ft Riley, KS 66442-
5004**

ANY QUESTIONS?



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